Sebtt II-87—80,004—4-11-46.

(1947). Department.

MS SERIES.

G.O. NO. 172 EDN

Dated 30.1.1947

[Despatch Abstract.]

1.35.E

ASSISTANT SECRETARY TO GOVERNMENT
5 - JUN 1946
EDUCATION AND PUBLIC HEALTH DEPARTMENT

From

Sri S.N. Shama Rao, B.A., B. Ed.,
1st Assistant, Board High School,
Harpanahalli.

To - The Secretary, Education Department, Government of Madras - Madras.

through - The Director of Public Instruction,
Madras.

Through

30136 The President,
District Board, Bellary.

Through

The District Educational Officer,
Bellary.

Through

The Proper Channel.

Respected Sir,

Subject: Petition against punishment without grounds.

I, S.N. Shama Rao, 1st Assistant in the Board High School, Harpanahalli, prefer this appeal against the order of the President, District Board, Bellary (herein after described as P.D.B.) in L.Dis. No.1527/46 dated 27-4-46, a copy of which is filed herewith as enclosure No.1.

The said order addressed to Sri A. Venkoba Rao, B.A., L.T., the Headmaster of the school granting him medical leave for two weeks omits all reference to my being in charge of the school during the period and injures my interest and acts as punishment without cause. And I am compelled therefore to submit my grievance to your notice in the form of this appeal.

I was first appointed by the P.D.B. to act as Headmaster, Board Middle School, Kottur, and started my one year's probation on 9-5-27. In 1932 I was confirmed as Headmaster, Board Middle School, Alur. Subsequently about the beginning of 1944, my designation was changed for administrative convenience, to the 1st Assistant's position in Board High School, Harpanahalli.

The said P.D.B.'s R.C. No.1/44 dated 1-1-44 filed herewith a

as enclose No.2, clearly indicates that there was no intention to disturb my claims to the headmastership of Board Middle School, Alur.

Sri V. Venkatasubban and Sri T. Krishnamurthy, two other L.T. teachers in the Board's Service are my juniors, the former having started his probation in the L.T. Cadre in 1929 and the latter in 1930 (vide P.D.B.'s P.R. No.49/37 S.3 dated 2-12-37 (enclosure 'A') which recognises me as senior to Sri V. Venkatasubban who acted as 2nd assistant in the Board High School, Rayadrug while I was posted to act as 1st Assistant in the same school.

It is unfortunate that both these teachers who are my juniors have been appointed to act as Headmasters of High Schools while I, in spite of my seniority, have not been treated as having acted as Headmaster in the medical leave vacancy of Sri A. Venkoba Rao, Headmaster of the High School, in which I am serving. In 1942, during the medical leave vacancy of Sri A. Venkoba Rao from 23-9-42 to 20-10-42 (more than 14 days) I discharged the duties of the Headmaster and the P.D.B.'s order L. Dis.C. No.10400/42 dated 6-10-42 (a copy of which is enclosed as enclosure No.3) shows that I was kept in charge. Subsequently in 1945, I was similarly in charge of the High School as disclosed by the P.D.B.'s order in L. Dis.C. No.7085/45 dated 13-9-45 (a copy of which is enclosed as enclosure No.4). In the latest order appealed against now (enclosure No.1.) all reference to my being in charge of the school has been dropped, obviously with a view to deprive me of the advantage of having acted as "de facto" headmaster of the school. It is curious that the typed copy of the order (Enc. No.1) does not mention that a copy of it was forwarded to the D.E.O. as was being done on former occasions. Apart from my oral representations to the P.D.B., on more than one occasion, I submitted a series of

petitions

petitions to the P.D.B. after the receipt of (Enc. 3 & 4) pointing out the grave injustice involved in my not being appointed "to act" as Headmaster during the medical leave vacancies of Sri A. Venkoba Rao, but as I now find, to no purpose. My hopes have been dashed to the ground finally by the latest order Enc. No.1 which denies to me even the "in charge" treatment meted out to me in the earlier orders Enc. 3 & 4. All the while I was consoling myself with the idea that the appointments of Sri V. Venkatasubban and Sri T. Krishnamurthy were only some stop-gap and interim arrangements not calculated to supersede my claims. Now the latest order disillusions me completely and I am therefore constrained to seek your kind intervention in the matter.

I should not have had any reason for complaint, if my record so far, both as an assistant and as a Headmaster was such as to disentitle me from aspiring for the headmaster's post. To the best of my knowledge, I may safely submit that my record has not only been stainless, but my service has won some positive appreciation at the hands of Presidents and Educational Officers. My extra-moral activities while at Alur, Kampli and Harpanahalli were specially commended by the then Collector of Bellary and the Sub-Collector, Hospet. I herewith file an extract from testimonials as Enc. No.5.

In the face of an unblemished record of 19 years that I should be relegated to the position of an under-dog all through my service for no fault of my own, and be forced to draw almost the same salary in 1946 and thereafter, as I did in 1927 is a matter sufficient to give rise to a feeling of deep disappointment and frustration. The prospect of a teacher even in pre-war days were not very rosy and one could hardly make both ends meet then. It does not require much imagination to realise what an amount of hardship will be caused to one, in these days

of

of abnormal post-war conditions, if the limited prospects of promotion open to him in the Local Board Service are banned for ever. Moreover, I am one of those unlucky few, who were hit hard by G.O. 4619 of 1934 in as much as it levelled down the maximum I had to reach in the L.T. Cadre. I have every reason to believe that my name must have found a place in the very first panel of Headmasters prepared in 1942 and have no reason to doubt that it continues to be there for there has been no occasion for me so far to explain any short-comings or defects in my work since 1942.

In conclusion, I request you, Respected Sir, to come to my rescue, by overlooking, if necessary, any technical impediments in the way of interceding on my behalf, if once you are convinced of the justness of my cause. Otherwise I shall have no remedy left open to me. You are pleased to think that a personal interview is necessary in this case, I am prepared to go to Madras and explain my case in person and clear doubts if any.

I beseech you finally, Respected Sir, to allow my appeal and place me under deep obligations to you.

[Copy sent direct to save time.]

(Camp) Bangalore
29.5.46

I beg to remain, Respectfully,
your most obedient servant
S. N. Shamarao.

The receipt of the appeal submitted Ettom(30)
through the proper channel may be awaited till
16.7.46
4/6/46

Enc. No.1

5

L. Dis.C. No.1527/46.

District Board Office, Bellary.
Dated 27th April 1946.

Dr. R. Nagan Gowda, M.Sc., Ph.D.

MEMORANDUM.

Sri A. Venkoba Rao, Headmaster, Board High School, Harpanahalli, is granted leave on average pay with Medical Certificate for two weeks from 18-2-1946.

(By Order).

Secretary.

P.S.R.27/4.

To the Party.

Copy to the Headmaster, Board High School, Harpanahalli.

do office file.

Enc. No.2

6

R.C. No.1/44.

District Board Office, Bellary.
Dated 1st January 1944.

Dr. R. Nagana Gowda, M.Sc., Ph.D.

MEMORANDUM.

Education - Secondary Schools - Appointments - Change of designation - Ordered.

The following arrangements of the staff of the Board High and Middle Schools are made with a view to fix the position of persons who hold permanent appointments in one institution and actually officiate in another institution.

Name of School: - Board High School, Harpanahalli.

S. No.	Name of Person.	Permanent Designation.
2.	Sri S.N. Shama Rao.	I Assistant.

These changes will take effect from 1-1-1944.

Note: This will minimise the preparation of absentee statement.

(By order)

Secretary.

P.S.R.4/1-

P.T.O.

Enc. A. 6

P.R. No.49/37.S.3

Office of the District Board,
Bellay, Dated 2nd Decr. 1937.

Y. MAHABALESWARAPPA, Esquire.

MEMORANDUM.

M.R.RY. S.N. Shama Rao, B.A., B.Ed., Headmaster, Board Middle School, Alur, on return from leave is appointed to act as I Assistant, Board High School, Rayadrug, in relief of M.R.Ry. A. Venkoba Rao, B.A., L.T.

(By Order).

Sd/- Nanjundappa,

Secretary.

P.S.R.

To the Parties.

(2) through the Headmaster, Board High School, Rayadrug.

Copy to the Headmasters of Board Secondary Schools, Rayadrug and Alur.

Copy to the District Educational Officer, Bellary.

do office file with a copy for the District Inspector.

Enc. No.3

L.Dis.C.No.10400/42.

Office of the District Board,
Bellary, Dated 6th Oct. 1942.

Dr. R. Nagan Gowda, M.Sc., Ph.D.

MEMORANDUM.

Sri A. Venkoba Rao, B.A., L.T., Officiating Headmaster, Board High School, Harpanahalli, is granted leave on average pay with Medical Certificate for sixteen days with effect from 23-9-1942.

Sri S.N. Shama Rao, B.A., B.Ed., officiating I Assistant will be in charge.

(By Order).

Secretary.

P.S.R.6/10-

To the Party.

Copy to the Headmaster, Board High School, Harpanahalli.
do District Educational Officer, Bellary.
do office file and District Inspector.

Enc. No.4

L.Dis.C. No.7085/45.

Office of the District Board,
Bellary, Dated 13th Sept.. 45.

Dr. R. Nagan Gowda, M.Sc., Ph.D.

MEMORANDUM.

Sri A. Venkoba Rao, B.A., L.T., Headmaster, Board High School, Harpanahalli, is granted leave on average pay with Medical Certificate for three weeks from 21-8-45 to 9-9-45.

Sri S.N. Shama Rao, B.A., B.Ed., I Assistant will be in charge.

(By Order).

for Secretary.

P.S.R.15/9-

To the Party.

Copy to the Headmaster, Board High School, Harpanahalli.
do District Educational Officer, Bellary.
do office file.

ABSTRACT OF MERIT

1. I was pleased with his work and arrangements of classes he was handling.

Hospet,
M.H. School,
1925-1926.) D.E.O., Bellary.

2. The applicant is a smart and dutiful teacher and an ardent scouter.

Rajamundry,
15-3-27.) Principal, Training College.

3. He is one of our best students under training.

Rajamundry.)
Principal, Training College.

4. A fair teacher with a bright and forcible manner.

Rajamundry,
April 1927.) Principal, Training College.

5. The Headmaster is a competent teacher. His English and Science lessons were impressive and interesting.

Kottur,
1927-28.) D.E.O., Bellary.

6. Ref: Poor Boys' Fund.

The undersigned is much gratified to note the Headmaster's enterprise in securing the munificient contributions.

17th October 1932. President, District Board,
Bellary.

7. The Headmaster has settled down to the work and displays much interest in organising and superintending the work of the School.

The noteworthy features of the school are the well-organised games and the poor Boys' Fund.

The former is really an innovation this year, all the teachers taking part most enthusiastically.

Alur,
1932.) D.E.O., Bellary.

8. As a special case, the annual increment due to Mr. S.N. Shama Rao, Senior Assistant, Board High School, Harpanahalli, (holding the substantive post of Headmaster, Board Middle School, Alur) is allowed.

Bellary,
April 1934.) President, District Board.

contd.

9 (a).

Free Boarding Home, Kampli.

I know personally something of the difficulties encountered by Mr. Shama Rao and his small band of helpers and I know nothing could have sustained them but a genuine enthusiasm for education and a conviction that in its wider diffusion lies the remedy for many of our problems.

28-6-36. B.E. Hussey,
Sub-Collector, Hospet.

(b). I congratulate Mr. G. Venkoba Rao and Mr. Shama Rao for their achievement.

President, District Board.

(c). I have visited the Hostel twice and I have also been privileged to look into the history of the affairs from its very inception. All honour to Mr. Shama Rao and other gentlemen who have succeeded so far in their attempts, inspite of all obstacles.

I wish them no less success in future.

D.E.O., Bellary.

10. With the present capable Headmaster, there is every likelihood of the school being emproved on more intelligent lines.

Inspection Report. 1936-1937. D.E.O., Bellary.

11. Science Demonstration and Exposition were quite good.

Harpanahalli, 1943. D.E.O., Bellary.

12. Registers - Are all satisfactorily maintained through intelligent and valuable assistance of school assistants particularly of Sri S.N. Shama Rao.

Harpanahalli, 1944. Divisional Physical Director.

13. Extra Moral Activities:- Review of B.E. Hussey, Esq., I.C.S. on my report - Labour Boarding Higher Grade Elementary Schools with vocational bias - for Bellary District.

Contd.

I think your suggestions are excellent, but there might be scope for teaching more trades to the Labour Classes.

6-12-35. B.E. Hussey.

I visited the Harpanahalli Co-operative Stores this morning in company of Sri S.N. Shama Rao the President.

It is fortunate in having a President and a member who takes so much interest in an institution who does so much good to the Public.

I.M. Fraser,
Collector, Bellary.

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14 / 167 Board High School, Harpanahalli,

4th July 1 9 4 6.

From

Sri S.N. Shama Rao B.A.,B.Ed.,

1st Assistant, Board High School, Harpanahalli.

To

THE SECRETARY,

~~Health &~~ Education, Government of Madras,

M A D R A S.

36739

Thro'

THE DIRECTOR OF PUBLIC INSTRUCTION, M A D R A S.

Thro'

THE PRESIDENT, DISTRICT BOARD, B E L L A R Y.

Thro'

THE HEADMASTER, BOARD HIGH SCHOOL, HARPANAHALLI.

Respected Sir, Ref 1-4 ante

In continuation of my appeal submitted in C.R.No.124A/46 dated 9-5-46 of Board High School, Harpanahalli, I beg to state as follows:-

My juniors, Sri V. Venkatasubban, Sri T.Krishnamurthy and Sri R. Veerana Goud, have been appointed to act as Headmasters of Board High Schools, Hadagalli, Alur and Kampli respectively, superseding my claims. The Middle Schools at Alur, Kampli and Hadagalli have become full-fledged High Schools only in June 1946. Ref 9 ante

In President District Board's L.Dis.C.No.10400/42 dated 6-10-42(enclosure No.3. already submitted) the President District Board put me only in charge of the High School, Harpanahalli. In similar medical leave vacancies at Yemmiganur and -- Rayadrug, that occurred sometime later(somehow simultaneously) the President appointed T. Krishnamurthy and Sri V.Venkatasubban to act as Headmasters of the respective High Schools. I appealed to the President to protect my legitimate rights by treating the period, referred to in the above order as "Acting period". The President gave the endorsement "Rejected on Technical grounds". Since I had an unblemished record of 15 years of service behind me, I believed that the President had

some honest difficulties, that the appointments of Sri T.Krishnamurthy and Sri V. Venkatasubban were only exigency appointments not calculated to injure my rights and waited for another chance.

In L.Dis.C.No.7085/45 dated 13-9-46(enclosure No.4 -- already submitted) the President,District Board persisted in keeping me, in charge of the High School and did not give me the "Acting Chance". I again represented to him my claims. He orally promised that he would not harm my interests,but gave no favourable or unfavourable endorsement. I have reminded him orally and in writing about the gentleman's promises,often held out to me but no favourable endorsement was given. Yet I waited helplessly on his pleasure in view of the promises made by him.

In P.D.B's L.Dis C.No.1527/46 dated 27-4-46, I saw clearly the forces at work to undermine my legitimate rights. I felt that the President would yield again and go to the extent of superseding my claims in favour of Sri R. Veerana Goud, a third junior - a distant junior to me - and a junior to many others. This act in itself is a violation of all standing rules and an act of perpetration of wilful injustice, and so I appealed.

I submit, I was hit hard by G.O.No.4619 of 1934 and pray that injustice done to me under cover of G.O.M.S.No.961 Education dated 30-6-42(Rules relating to appointment of Headmasters and headmistresses of High Schools under Local Bodies) by way of refusal of legitimate promotion without any grounds may be redressed. I have been drawing Rs.110/-since 1934,for 12 long years. About the time of introduction of the Basic scale of salaries to teachers, this stoppage of promotion acts as a double punishment. I pray I may not be a continued victim to the evil effects of all G.Os. It may so happen that even the new ameliorative measure for the suffering teachers by way of introduction of Basic Salaries may not give me any relief when I am refused the promotion. I may be kept on the same Rs.110/- per month for the remaining 12 years.

Sri R. Veerana Goud a L.T. on Rs.85/-per mensem with

about 10 years of service to get a jump over me to Rs.110/- per mensem with prospects of drawing a still higher salary on introduction of Basic Scale salaries and I, to get the evil of a all G.Os and suffer on Rs.110/- would be a sufficient comment on the Service conditions of teachers and would be douoly painful at a time when there is a move to improve service conditions of teachers.

I pray that my grievances may be redressed at an early date; that I may be appointed to act as Headmaster of one of the High Schools under the District Board and that the three periods I was in charge of the High School, i.e., (i) from 23-9-42 to 20-10-42; (ii) from 21-8-45 to 11-9-45; (iii) from 18-2-46 to 4-3-46; referred to in the abovesaid orders of the President, District Board may be converted into acting periods. My representations, I hope, will impress that the appointments of the three juniors is the supersession of my rights without grounds and is the stoppage of promotion and punishment without grounds, and is a negation of all Rules and Principles. I most humbly pray that a personal interview may kindly be granted to me to explain myself in person.

I beg to remain,

Respected Sir,

Your most obedient servant,

S. N. Shamal.
4.7.1946

1st Assistant,

Board High School, Harpanahalli.

-Copy sent to Save date-

17/ 25/12/7

Edn (Pt)

Appeal - Sri. S.N. Shama Rao - Asst Board High School. Harpanahalli - Claim for appointment as headmaster

CNO 30106/46. Petition from Sri-S N Shama Rao. Asst Board High School Harpanahalli

Bs 20.5.46 & 4.7.46 — Hf 1-4 — 14-16 cf

Memo 30106/B1/46-1 Edu dated 11/7/46

The, D. DB. Bellary is requested to forward with this remarks through the DPI the petition cited above at an early date

11/7/46

11.7.'46

10.7.46

To
Dy.ED DBBellary
— DPI

Office of the District Board, Bellary.

N.Dis.C.No. 3676/46. Dated 9th June 1946.

Appeal - Sri. S.N. Shama Rao- I assistant Board High School, Harpanahalli for a High school Head Master's post.

Forwarded through the District Educational Officer, Bellary.

2. The persons referred to by the appellant are probationers for High school Head masters and are his seniors having passed L.T., or B.Ed., as the case may be, earlier than the appellant.

3. The petitioner's grievance that he was not appointed as Head Master in the leave vacancy of Sri. A. Venkoba Rao is untenable in view of the facts stated in paragraph 2.above. The other grievance that he was not even allowed to be in charge of the Head Master's post deserves no consideration being a matter beyond the purview of appeal.

4. The appeal is therefore not maintainable.

President District Board,
Bellary.

Copy to the ~~President District Board~~ Director of Public Instruction, Madras with reference to his R.C.No. 909 G/46 dated 27-5-1946. The appeal referred to has been received in this office only on 24-5-1946.

Government of Madras

LOCAL SELF-GOVERNMENT DEPARTMENT

(Public Health)

G.O. No. 1611, P.H., 27th June 1929

Temperance propaganda—Officers of the Public Health Department directed to recommend and encourage total abstinence from a public health point of view.

Order—No. 1611, P.H., dated 27th June 1929.

In G.O. No. 924, P.H., dated 11th May 1927, the Government found no objection to officers of the Public Health Department drawing attention in their lectures to the effects of intoxicants on the human body and to the evil results on health of an excessive use of them. They are now pleased to direct that these officers in their lectures should not only deprecate overindulgence but at the same time explicitly recommend and encourage total abstinence from a health point of view.

(By order of the Government, Ministry of Public Health)

HILTON BROWN,
Secretary to Government.

To the Director of Public Health.
" the Surgeon-General.
" the Director of Public Instruction.
" the Sanitary Engineer.
" the Director of Town-Planning.
" all Members of the Central Propaganda Board.
" all Collectors.
" all Presidents of District Boards.
" all Chairmen of Municipal Councils.
" all Presidents of Taluk Boards and Presidents of Union Boards, through the Presidents of District Boards.
" the Commissioner of Excise, through the Revenue Department.
" the Inspector of Municipal Councils and Local Boards.
" the Revenue Department.
" the Public Works and Labour Department.
" the Public Department.
" the Librarian, Legislative Council Library.

60/4/9 2

The receipt of the appeal with the DPO remarks may be awaited till 21.8.46

21/8/46

11/8/46

E DPH (BI) Dept.-

Appeal- Sri S.M. Sharma Rao - L.T. Alur - BHS, Harpanahalli - Against the appt of Sri T. Krishnamoorthi and others as headmasters.

From the P.D.D. Bellary, N Disc No. 4660/46 B3 Dt 14.7.46

Memo No 39106-B1/46-2 Edn Dt 4/9/46.

The attention of the DPI is invited to the letter of the P.D.D. Bellary, cited above and he is requested to say wherein the appeal petition raised to above will be forwarded to Govt with his remarks.

To The DPI

4/9/46

4/9/46

Education Department

Office of the Director of Public Instruction, Madras.
Rc.No.3750 G1/46 dated 5-9-1946.

Appeals - Sri S.N.Shama Rao, Assistant - Secondary Schools District Board, Bellary - against supersession of claims for promotion as Headmaster.

Ref: (i) Appeals dated 9-5-46 and 4-7-1946 from Sri S.N.Shama Rao.
and (ii) Endts. N.Dis.C.No.3676/46 dated 9-6-46 and N.Dis.C.No.4660/46 dated 14-7-46 of the President District Board, Bellary.

Submitted with reference to Government Memorandum No. 36106 B1/46-1 Edn., dated 11-7-1946.

2. The appellant, Sri S.N.Shama Rao, B.A., B.Ed., is a permanent assistant in the Secondary schools under the District Board, Bellary, drawing the maximum of Rs.100/- plus Rs.10/- as personal pay. He has put in two appeals to Government.

(i) for not appointing him as the Headmaster of the Board High School, Harpanahelli with probationary rights when the Headmaster of the school, Sri A.Venkoba Rao went on leave for two weeks in July 1946.

(ii) against the promotions of Messrs. V.Venkatasubban, T.Krishnamurthy and R.Veeranna Gowd as Headmasters superseding his claims for promotion.

3. The President, District Board, Bellary reports that Sri V.Venkatasubban and Sri T.Krishnamurthy were already probationers in the posts of Headmasters of high schools. When Sri A.Venkoba Rao went on short leave in February 46 the senior of these two probationers should have been appointed but perhaps, the President, District Board did not think it fit to disturb these probationers for a short vacancy to avoid dislocation of work in their schools in the busy part of the school year and also on financial grounds and so, Sri S.N.Shama Rao, the 1st Assistant of the school was placed in charge of the post of the Headmaster from 18-2-46 to 4-3-46. Sri S.N.Shama Rao has therefore nothing to complain in this regard, as he could not be regularly appointed as Headmaster in this short vacancy overlooking the statutory right of reappointment of the probationers.

4. As regards supersession of claims, it may be pointed out that Sri V.Venkatasubban and Sri T.Krishnamurthi were already probationers by virute of their appointments as Headmasters in 1943 and 1945 and Sri S.N.Shama Rao did not then press his claims.

The names of Sri S.N.Shama Rao and Sri R.Veeranna Gowd, the third respondent, are among the five names included in the panel furnished to the President, District Board by the Divisional Inspector of Schools, Anantapur with his letter Rc.No.63 B/46 dated 7-3-46. It was open to the President, District Board to choose any one he liked from the panel for filling up a vacancy of Headmaster and the President, District Board chose Sri R.Veeranna Gowd with regard to the special work done by the latter for the uplift of the Board High School, Kampli and he belongs to the educationally backward community of Lingayats - vide para 3 of the president, District Board's endt. dated 14-7-46. Further, in view of the inspection report and the special report of the District Educational Officer, Bellary (copy enclosed) the President, District Board did not consider him suitable for appointment as the Headmaster of a High School. It may be noted that he does not however refuse to consider him altogether but only states that the appellant, Sri S.N.Shama Rao must await his chance in the future.

p1t.o.

22

: 2 :

5. The President, District Board was thus in order in his action and I consider that there is no ground for interference on the part of the Government. I therefore ~~xxx~~ recommend that the appeals of Sri G.N. Shama Rao may be rejected. (J)

6. The Service Books and the personal files of the appellant and the three respondents are herewith enclosed.

Placed below

Placed in a cover below

for Director of Public Instruction.

To the Secretary to Government, Education & Public Health Department, Madras.

k.h.5-9.

Extract from the Inspection Report of Board Middle School, Kampli 1937-38 by the District Educational Officer, Bellary.

Page 14.

6). It does not appear that the registers are properly maintained. The cash register, the term fee register, the Acquittance register sho w signs of carelessness and non observance of rules. No scholarship register is maintained. There are several instances of un-attested alterations. A register showing previous school History of New admissions has not been maintained in spite of pointed attention to it in last year's report.

Page 16.

I am afraid that the school is not giving a good account of itself. Some of the pupils are obviously unfit for the classes in which they read. The low strength in the forms no doubt does not conduce to enthusiasm but that cannot be an excuse for poor work on the part of the teachers. The standard of English is very low on the part of the teachers and pupils alike. The number of compositions both in English and Kanarese is insufficient.

The boys gave an enjoyable Physical demonstration but with more forethought and better supervision, it could have been more effective.

Page 17.

The teaching on the whole seemed to be below the mark.
On the whole the school work is below average.

/True extract/

Copy of letter Rc.No.884-A/40 dated 4th October 1940 of the District Educational Officer, Bellary to the President, District Board, Bellary.

Sub: Surprise visit to Board Middle School, Hadagalli - irregularities noticed - report of.

I paid a surprise visit to the Board Middle School, Hadagalli on 20-9-1940 at about 12.30 P.M. and found the following irregularities in its working and in the maintenance of records.

When I reached the school, the Headmaster was not there as he had gone home and the Assistant masters were all of them found in the front room talking and no work was going on in the school. Within a short time, the Headmaster came, perhaps hearing that I was in the school. When I went round the classes I found there were 7 students in all the classes together, except Second form whose names were not found on the rolls, but who were allowed to sit in classes and receive instruction.

On going through the records it was found that the Term fee register had not been prepared for the year. This is one of the most important records to be maintained in the school and the data to prepare D.C.B. statement has to be collected from this. Usually this register is prepared either at the end of June or beginning of July. And yet it has not been prepared so far though the month of September is about to be over, with the result that the names of students who do not pay their fees with fine on the last date are not removed from the rolls month after

month, their names are continued in the register even after the last date and marked present. I was able to find out number of such irregularities in the pupils Attendance Registers.

Even though Government Scholarships was sanctioned on behalf of a student of the school in R.C.184 B/40 dated 19-8-40 it was not yet been drawn and disbursed to him. The explanation of the Headmaster for not doing so was not at all satisfactory. Every year the District Board grants a few fee remissions to poor pupils. The Headmaster has to take the initiative in the matter bycalling for applications from pupils scrutinising them and sending them to the President for sanction. Nothing has been done by the Headmaster so far.

Then there is a poor boys' fund in the school collected by the public. I was not able to ascertain the exact balance of the fund. On enquiry I understand that the balance remaining is lent out to certain teachers of the school and no aid out of this was given to any pupil either last year or this year. As the President of this fund was not in the Station, I could not meet him and get the correct particulars. In this connection I am really sorry to see that the Headmaster does not take any interest in the matter. I received a petition regarding this fund till the beginning of 1938-39, Headmaster of the school was Secretary, the President was keeping the amount in the Savings Bank and when he ceased to be the President, he handed over the amount to the then Secretary, S.i B. Tirumala Rao, the Headmaster of the School. This petition is sent along with this for thorough enquiry and for taking immediate and strong disciplinary action against the members of the Staff who are responsible for the proper management of this fund.

Lastly I met a few of the public of the locality and ascertained the real condition of the school. They are of opinion that the Head Master is not competent to control the Institution and run it on proper lines, the first and the 2nd Assistants who are natives of the place and who have some influence in the locality are mainly responsible for bringing the school to such a low level. It seems they do not attend school in time and they do not do their work also properly. So I strongly recommend that these two be transferred from the school at once and put under a strong Headmaster in a High School and their places be filled up by two Secondary Grade Assistants working in the Middle School Department of a High School.

/True copy/

for Director of Public Instruction.

E&PH(B1).

?4

C no Bo106B1/46.

Telephonic Message

From

The Asst. Lacy to Govt.,
E&PH. Department.

To

The Dy. D.P.I.

Sub:- Appeal. Shama Rao - Sri S.N - Asst., BHS., Harpanahalli Against supersession of claims for promotion as headmaster.

Ref:- DPI's U.O. reply no. 3750 B1/46 dated 19.11.46.

Please send an authorised

PTO

× 25

Copy of the Director's letter RC.No. 537 G1/46 dated 28.10.46 referred in the above reply cited above, as the same does not appear to have been received

P3 n/5

28/11/46

27/11/46

27.11.46

PC logo

27/11

POST COPY OF TELEPHONIC MESSAGE, DATED 3-12-1946.

From

The Director of Public Instruction,
M a d r a s.

To

The Asst. Secretary to Government,
Education and Public Health Department, M a d r a s.

9/12/46

Sub:- Appeal - Sri S.N. Shama Rao, Assistant - Secondary Schools - District Board, Bellary - For Head Master's post.

Refce: Your Telephonic Message, dated 2-12-1946.

This office letter to Government Rc.No.537 G1/46, dated 28-10-1946 was despatched to Government on 31-10-1946. A copy of the same is, however, herewith furnished as desired by you.

for Director of Public Instruction

m.k.4/12.

Rc.No.537 C-1/46.

Office of the
Director of Public Instruction,
Madras, Dated 28-10-1946.

From

Dr. T.N.U. Savoor, M.A., D.Sc., I.E.S.,
Director of Public Instruction, Madras.

To

The Secretary to Government,
Education and Public Health Department, Madras.

Sir,

Local bodies - High schools - Headmasters and Headmistresses of - Appointment of - Procedure - Amendments to rules - Submitted.

***

With their order No.953 Edn., dated 30-6-1942 Government issued rules governing the appointment of headmasters and headmistresses of high schools under local bodies, and amendments thereto were also subsequently issued in G.O.s Nos.1238 Edn., dated 21-8-1944 and 961 Edn., dated 27-6-1945. After watching the working of these rules, I consider that the central idea of panel system is good but that in actual practice, the rules need revision for the following reasons:---

(a) Rule 1 lays down that "every vacancy" in the cadre of H.M. shall be filled by a person whose name is included in the panel. This is too definite and it has been found in actual practice that deviations from it are necessary. Thus if the appointing authority wishes to bring one not already on the staff, it is not possible to do unless the vacancy is either permanent or sufficiently long. Again, where a panel chief has more than one school under its management, it not always possible to transfer the elected man from one school to another in the middle of a term if the vacancy is a short one as it would dislocate work in at least two institutions. For these and other reasons it is advisable to allow some discretion to the management not to fill in vacancies of short duration from the panel if it should wish to do so under sufficient safeguards.

(b) At present the panels are constituted by the Inspecting Officer. The appointing authorities enter into the picture only after the panels are communicated and then they have to appeal to the Director if they wish to get any change effected. It is desirable that the appointing authority should have the right to send to the Divisional Inspector or the Inspectress concerned a list of names of qualified assistants in the employ whom it would like to be considered for inclusion in the panel so that the panel-preparing authority may have before it the view of the appointing authority, also in the matter. At present such suggestions are made informally. This is not commendable. There is nothing derogatory in the appointing authorities being called upon to do so. The Director of Public Instruction, for example, sends up names to the Public Services Commission of persons fit to be included in the Provincial service and the Public Service Commission recommends to government names finally.

(c) It is the experience that the minimum requirement of three names in the panel is not possible of fulfilment in the cases of many units, such as high schools for girls under the District Boards and high schools under the Municipalities. A smaller minimum would suffice for the purpose.

(d) It now so happens that each year new names are added to those already on the panel and some appointing authorities find it possible consistently to pass over names first included in favour of later comers. This breeds discontentment and steps should be taken to avoid this.

(e) It is found by experience that even several months after the preparation of the panels, the appointing authorities address the Director for the inclusion of a new name in the panel or the exclusion of a name already included in the panel. This is not desirable and so it is felt that some time limit should be fixed within which period or annually, requests for changes in the panel should be considered by the Director.

2. In the light of the above remarks, I have the honour to submit that the panel rules may be recast as suggested below:-- The draft r[illegible] are to my mind simple and easily understandable and will not require fre uent administrative explanations or elucidations.

Rules.

(1) Every vacancy in the post of Headmaster or Headmistress of a high school under a district board / municipal council shall be filled b[illegible] the President of the District Board / Appointment Committee of the Council from a list of names of suitable candidates drawn up by the Divisional Inspector of schools in the case of boys' schools and by the Inspectress of girls' schools in the case of girls' schools:

Provided, however, that it shall be open to the President of the district board / Appointment committee in the Council , in order to avoid dislocation of work or other reasons to be recorded in writing to appoint without probationary rights for periods of one month and less , persons not in the panel.

NOTE:- (i) if at the time a vacancy occurs in a school where the seniormost probationer is on its staff, he or she shall be appointed forthwith. and

(ii) if at the time a vacancy occurs in a school, there is only a junior probationer on the staff of the school and the President of the District Board / Appointment Committee of the Council decides, in the interests of the school, to take action under the above proviso, then the junior probationer shall be appointed in preference to any one else in the school, though the period of such incumbency shall not count towards probation.

(2) The following procedure shall be adopted in drawing up the panel:--

The President of the District Board / the appointment committee of the Council may if / it wishes to do so, send to the Divisional Inspector of Schools concerned or the Inspectress of girls' schools concerned a list of L. . or T.. Assistants in the service of the District Board / Municipal Council, whose names are not already in the panel and who he / it would recommend for selection in the list , with a detailed statement of the reasons for such recommendation. Such lists shall be sent in December preceding the panel year. The Divisional Inspector of Schools and the District Educational Officer sitting together with or the Inspectress of Girls' schools shall draw up a panel of suitable candidates, taking into consideration the list, if any, sent by the President, District Board / Appointment Committee and send it to the President of the District Board , Executive authority of the council not later than the 1st May following. The panel thus drawn up shall be treated as confidential.

It shall be the duty of these inspecting officers of the department to draw up at the same time a full minute in support of their recommendation and send a copy of the same to the Director of Public Instruction along with a copy of the panel.

If in the opinion of the panel making authors it is not possible to select sufficient number of persons from among the qualified assistants of the District Board / Municipal council to make up the panel it shall be open to the Divisional Inspector or the Inspectress to request the President of the District Board / Executive authority of the council to invite applications from outsiders by advertisement. The President of the District Board / Executive authority of the Municipal Council shall take the necessary action and send all the applications received to the Divisional Inspector or the Inspectress.

Should the Divisional Inspector and the District Educational Officer or the Inspectress consider that an interview is necessary, the Divisional Inspector and the District Educational Officer together or the Inspectress shall make a preliminary selection from among the applicants and arrange for an interview and shall then draw up a list from among the candidates who have been interviewed and from among candidates, if any, already

(8) If in the course of a year a permanent or an acting vacancy of longer duration than one month occurs or is about to occur and there is no probationer available for appointment and the panel has been exhausted, fresh names may, on the application of the Appointing authority, be included in the list in accordance generally with the provisions of the foregoing rules subject to the condition that the number of names added shall be not less than two even in case the vacancy happens to be an acting one.

I have the honour to be,
Sir,
Your most obedient servant,

for Director of Public Instruction

Copy for file.
Copy to 'C' Section.

m.k.30/10.

E & PH (BI) Dept.

81

C [redacted]3610681/46..

84
30/1

Appeal - Shama Rao, Sri S.N - Assistant - Board High School, Harpanahalli - Against supersession of claims for promotion as Headmaster - Rejected

From Sri S.N. Shama Rao, L.T. Assistant, Board High School, Harpanahalli, dated 9.5.46 & 4.7.46.

From the President, District Board, Bellary, No. N. Dis. C. 3676/46 dated 14.7.46.

From the Direct of Public Instruction, RC. No. 37 81/46 dated 5.9.46.

Order MS. No. 172 Edn dated 30-1-1947.

The appeal is rejected. The Special Officer, District Board, Bellary, is

is requested to inform the appellant accordingly

27/1/47

27.1.47

To

The S.O., Dt. Board, Bellary (with three Service Registers and Confdl. sheets).

The D.P.G.

Conc Spare copy.

dispatch

26/6/6/46 APPEAL--Shama Rao, Sri S.N. --Assistant, Board High School, Harpanahalli --Against supersession of claims for promotion as headmaster.

App. 4 of

From Sri S.N. Shama Rao, L.T. Assistant, Board High School, Harpanahalli, dated 9--5--46 and 4--7--46.
From the President, District Board, Bellary, No.N.Dis. C.3676/46 dated the 14th July 1946.
From the Director of Public Instruction, R.C.No.3750-G1/46 dated the 5th September 1946.

The appellant Sri S.N. Shama Rao is a permanent L.T. Assistant in the Board High School, Harpanahalli under the District Board, Bellary. He has petitioned to Government against the promotion of his juniors Messrs. V. Venkatasubban and T. Krishnamurthy and R. Veeranna Gowd as headmasters overlooking his claims. He has also complained that his claims were not considered when the headmaster of the high school in which he is serving went on leave for two weeks from 18--2--1946.

2. Messrs. Venkatasubban and T. Krishnamurthy had already acted as headmasters in 1943 and 1945 and become probationers. The appellant did not press his claims when they were first appointed and he has no right to be appointed now in preference to them. The names of Veeranna Gowd and of the appellant are in the panel for appointment as headmasters for 1946-47. The President, District Board, Bellary, has appointed Sri R. Veeranna Gowd as the headmaster of the Board High School, Kampli, in recognition of the special work done by him for the uplift of the school and in view of the fact that he belongs to the educationally backward community of Lingayats. It is open to the President to select any one from the panel. He has given the reasons for not considering the appellant's claims in the leave vacancy on p.18c.f.

These are not valid considerations

3. Rule 1 of the rules relating to the appointment of Headmasters allows discretion to the appointing authority to select any one from the list of suitable candidates drawn up by the Divisional Inspector for appointment as headmaster

in

in a particular vacancy. This gives room to much complaint as often the claims of a senior L.T. Assistant whose name is included in the panel are passed over and his junior is appointed in preference to him. In such cases the L.T. Asst. whose claims are passed over petitions to Government but such petitions are rejected as the rule does not lay down that the names included in the panel should be arranged in the order of preference and appointments should be made in the order indicated. The posts of headmasters are selection posts to which appointments should be made on the grounds of qualifications and merit, seniority being considered only where the qualifications and merit are approximately equal. After a selection has been made, the selected candidates should be appointed in the order of seniority or in the order of preference (whichever method is adopted) and should not be passed over. As the rule stands, there is no guarantee that a person whose name has been included in the panel will ever be appointed and it is open to the appointing authority to overlook a senior assistant in the panel and appoint a junior in the panel on communal and other considerations any number of times. In order to avoid frequent appeals to Government in this regard and to prevent heart-burning and discontent it would seem necessary to provide that the names in the panel should be arranged in the order of seniority or merit and appointments should be made in that order. The D.P.I. may be consulted.

P.W.& B.M.(Ms.) No. 198 R&L dt. 1957

I entirely agree
Y.S.R.

4. The rules will have to be amended to prevent such irregularities. Any such amendment will have no retrospective effect. All the three who were appointed as headmasters in preference to Mr. Shama Rao are his juniors but as the rule does not prescribe the order in which the appointment should be made, it is not possible to interfere with the appointments already made. The D.P.I. recommends that the appeals may be rejected. For orders whether his recommendations may be accepted and the question of amending the rule may be taken up separately in consultation with the D.P.I.

D. may be requested pointing out the cases which are to be reopened
Y.S.R.

T.T.O

ASST. SECRETARY TO GOVERNMENT
29 NOV 1946
71791
EDUCATION AND PUBLIC HEALTH DEPT.
24-9-46

DIRECTOR OF PUBLIC INSTRUCTION
1 OCT 1946
MADRAS

in consultation with the DPI.

The file may be circulated to H.M. (Edn)

Headmasters for work

are selected from time to time. Certain persons are selected and are included in the panel, it is open to the Headmaster for work while he is in charge, but it is not fair to select a junior man in the panel for work and keep with him as Headmaster over the head of his senior. In the matter of promotion it is the practice to recommend him his name included in the panel are arranged in the order of seniority. And appointments made in that order. Orders of H.M. (Edn) may be obtained before amending the rules in consultation with the DPI.

H.M. (Edn) may be after the D.P.I's remarks are received

26.9.46

D.P.I (4.0)

27/9/46

Endtl. No. 30107-B1/46-3 Edn 27/9/46

U.O. reply No.3750 G1/46 dated 19-11-1946.

The whole question was considered very carefully in all its aspects, viz.,

(1) the needs of the posts;

(2) the rights of the managements;

(3) the claims of the staff;

and

(4) the communal claims

and a well-integrated scheme was submitted to Government with my letter R.C.No.537 G1/46 dated 28-10-1946 attention to which is here solicited. I request Government to consider the proposal therein favourably.

S.K. Savoor.

Director of Public Instruction
Madras.

8/5. 4 E & P H (B1) Dept.

Please see the U.O. reply from the D.P.I on page 3 ante. The proposal for the amendment of the rules is owed in G.O. no. 953 Edn. Dt 30.6.42 refd to therein is being examined and will be subd. separately. The amendments of the rules will have to be published in the Fort St. George Gazette and criticisms will have to be ~~invited~~ invited. The objections suggestions received ~~Criticisms thus received~~ will have to be considered and then the rules will have to be confirmed thereafter This will take a considerable time. (F) 1-3.

2. Any such amendment of the rules will have no retrospective effect. Attention is in this connection invited to the notes on para 4 on page 2 ante. In the circumstances it is for orders whether this file should lie over till the rules proposed to be amended are confirmed. A

There are two points at issue

(1) the appeal of Sri S.N. Shama Rao and

(2) the amendment of rules.

21/12/46 Sub

28/12/46 Addl

Addl 1 above

According to the existing rules and ~~amendments~~ amendments also the appeal does not deserve consideration and it may be rejected as recommended by the D.P.I - para 5 page 2 c) and for the reasons mentioned by him

Addl 2 above

It is open to Govt to give retrospective effect to any rule framed by them from any date if necessary. But it is not administratively expedient to give retrospective effect to a rule and re-open all ~~pressing~~ appointments made under the rules. Further even if retrospective effect is given the Rule as suggested by the D.P.I will not confer any benefit on the appellant as discretion is vested in the appointing authority to appoint any person in the current list (B panel) after exhausting all

unless it is altered, must be

vested by the Rule 'A' in para 2 sub C1

continuing members in Group A (previous year's list).
In the circumstances the appeal may be rejected and the amendment of the rules taken up separately.

23.12.46 S 6/1/47

The appeal may be rejected, and the amendments suggested by the D.P.I. may be put up

TSA
26-1-47

A draft order is submitted below.

P.C. put up
The amendments for approval
V. F.
24/1/47 27/1/47
29.1.47

29.1.47